

Addendum to July 1, 2012 – June 30, 2015  
Collective Bargaining Agreement

Between

Truckee Meadows Water Authority

And

International Brotherhood of Electrical Workers, Local 1245

Truckee Meadows Water Authority and the International Brotherhood of Electrical Workers, Local 1245, agree to extend the terms and conditions of the July 1, 2012 through June 30, 2015 Collective Bargaining Agreement for two additional years with the following changes:

1. The wage scales for all employees shall be increased during fiscal year 2016 by 3.125% and shall be increased during fiscal year 2017 by 2.0% according to the Wage Proposal attached hereto as Exhibit 1.

The intent of this Agreement is to cause a net 2% wage increase for all employees during each fiscal year of the proposed two-year extension after the July 1, 2015 increase in the PERS contribution rate is taken into account.

2. The new term of the Collective Bargaining Agreement shall be July 1, 2015 through June 30, 2017.

All other terms and conditions of the current Collective Bargaining Agreement will remain the same through the new term of the Agreement.

This Addendum is subject to employee ratification and TMWA Board approval.

*Pat Waite*

Pat Waite, IBEW Business Representative

*JAN 13, 2015*

Date

*Mark Foree*

Mark Foree, General Manager

*1/14/15*

Date



| WAGE SCHEDULE |                          |           |                      | FY2016 Total Increase 3.125%       |   | FY2017 Total Increase 2%           |
|---------------|--------------------------|-----------|----------------------|------------------------------------|---|------------------------------------|
| Job Class No. | Job Title/Classification | Wage Step | Wages as of 06/28/15 | Wages as of 06/29/2015 (Plus 2.0%) | Wages as of 07/27/2015 (Plus 1.125%) Onset by 1.125% NYPERS Contribution 1.0% to Base | Wages as of 06/27/2016 (Plus 2.0%) |

|       |                              |           |         |         |         |         |
|-------|------------------------------|-----------|---------|---------|---------|---------|
| 55120 | Apprentice, SCADA Technician | Start     | \$31.12 | \$31.75 | \$31.75 | \$32.38 |
|       |                              | 6 Months  | \$31.92 | \$32.56 | \$32.56 | \$33.21 |
|       |                              | 1 Year    | \$32.69 | \$33.35 | \$33.35 | \$34.01 |
|       |                              | 18 Months | \$33.48 | \$34.15 | \$34.15 | \$34.83 |
|       |                              | 2 Years   | \$34.24 | \$34.92 | \$34.92 | \$35.62 |
|       |                              | 30 Months | \$35.03 | \$35.74 | \$35.74 | \$36.45 |
|       |                              | 3 Years   | \$35.81 | \$36.52 | \$36.52 | \$37.26 |
|       |                              | 42 Months | \$36.59 | \$37.32 | \$37.32 | \$38.07 |
|       |                              | 4 Years   | \$38.92 | \$39.70 | \$39.70 | \$40.50 |

|       |   |           |         |         |         |         |
|-------|---|-----------|---------|---------|---------|---------|
| 53040 | Apprentice, Technician, Electrical, Plant | Start     | \$28.77 | \$29.35 | \$29.35 | \$29.93 |
|       |   | 6 Months  | \$29.47 | \$30.06 | \$30.06 | \$30.66 |
|       |   | 1 Year    | \$30.92 | \$31.52 | \$31.53 | \$32.16 |
|       |   | 18 Months | \$31.64 | \$32.27 | \$32.27 | \$32.91 |
|       |   | 2 Years   | \$33.07 | \$33.73 | \$33.73 | \$34.41 |
|       |   | 30 Months | \$34.51 | \$35.20 | \$35.20 | \$35.91 |

|       |                                    |          |         |         |         |         |
|-------|------------------------------------|----------|---------|---------|---------|---------|
| 51015 | Facilities & Grounds Maintenance I | Start    | \$22.19 | \$22.63 | \$22.63 | \$23.08 |
|       |                                    | 6 Months | \$23.93 | \$24.41 | \$24.41 | \$24.90 |

|       |                                     |          |         |         |         |         |
|-------|-------------------------------------|----------|---------|---------|---------|---------|
| 51020 | Facilities & Grounds Maintenance II | Start    | \$25.67 | \$26.18 | \$26.18 | \$26.70 |
|       |                                     | 6 Months | \$27.87 | \$28.43 | \$28.43 | \$29.00 |

|       |   |       |         |         |         |         |
|-------|---|-------|---------|---------|---------|---------|
| 51025 | Facilities & Grounds Maintenance - Senior | Start | \$31.83 | \$32.46 | \$32.46 | \$33.11 |
|-------|---|-------|---------|---------|---------|---------|

|       |                    |          |         |         |         |         |
|-------|--------------------|----------|---------|---------|---------|---------|
| 54010 | Facilities Locator | Start    | \$29.45 | \$30.04 | \$30.04 | \$30.64 |
|       |                    | 6 Months | \$30.03 | \$30.63 | \$30.63 | \$31.24 |
|       |                    | 1 Year   | \$31.13 | \$31.76 | \$31.76 | \$32.39 |

| WAGE SCHEDULE |  |           |                      | FY2016 Total Increase 3.125%       |  | FY2017 Total Increase 2%           |
|---------------|--|-----------|----------------------|------------------------------------|--|------------------------------------|
| Job Class No  | Job Title/Classification                                     | Wage Step | Wages as of 06/28/15 | Wages as of 06/29/2015 (Plus 2.0%) | Wages as of 07/27/2015 (Plus 1.125% Offset by 1.125% NVPERs Contribution) 0% to Base | Wages as of 06/27/2016 (Plus 2.0%) |
| 54045         | Fitter   | Start     | \$32.32              | \$32.96                            | \$32.96  | \$33.62                            |
| 54050         | Fitter/Welder  | Start     | \$33.54              | \$34.21                            | \$34.21  | \$34.89                            |
|               |  | Step 2    | \$34.59              | \$35.28                            | \$35.28  | \$35.98                            |
|               |  | Step 3    | \$35.63              | \$36.34                            | \$36.34  | \$37.07                            |
|               |  | Step 4    | \$36.68              | \$37.41                            | \$37.41  | \$38.16                            |
| 52030         | Foreman, Customer Services Rep, Working                      | Start     | \$31.48              | \$32.11                            | \$32.11  | \$32.75                            |
| 53080         | Foreman, General Customer Services Rep, Working              | Start     | \$34.62              | \$35.31                            | \$35.31  | \$36.02                            |
| 6042          | Foreman, General, Heavy, Water                               | Start     | \$46.19              | \$47.11                            | \$47.11  | \$48.06                            |
| 52040         | Foreman, General, Hydro/Generation, Working                  | Start     | \$46.19              | \$47.11                            | \$47.11  | \$48.06                            |
| 6043          | Foreman, General, Light, Water                               | Start     | \$44.18              | \$45.07                            | \$45.07  | \$45.97                            |
| 6016          | Foreman, General, Mechanic, Hydro/Generation Working         | Start     | \$46.19              | \$47.11                            | \$47.11  | \$48.06                            |
| 55060         | Foreman, General, Mechanic, Maintenance and Control, Working | Start     | \$46.19              | \$47.11                            | \$47.11  | \$48.06                            |
| 55110         | Foreman, General, Shift, Water Treatment, Working            | Start     | \$46.19              | \$47.11                            | \$47.11  | \$48.06                            |
| 53070         | Foreman, Hydro/Generation, Working                           | Start     | \$41.99              | \$42.83                            | \$42.83  | \$43.68                            |
| 54080         | Foreman, Light, Working, Water                               | Start     | \$40.15              | \$40.95                            | \$40.95  | \$41.77                            |
| 55050         | Foreman, Mechanic Maintenance/Control-WP                     | Start     | \$41.99              | \$42.83                            | \$42.83  | \$43.68                            |

| WAGE SCHEDULE |   |           |                      | FY2016 Total Increase 3.125%       |  | FY2017 Total Increase 2%           |
|---------------|---|-----------|----------------------|------------------------------------|--|------------------------------------|
| Job Class No  | Job Title/Classification                              | Wage Step | Wages as of 06/28/15 | Wages as of 06/29/2015 (Plus 2.0%) | Wages as of 07/27/2015 (Plus 1.125% Offer by 1.125% NY PERS Contribution 0% to Base) | Wages as of 06/27/2016 (Plus 2.0%) |
| 55100         | Foreman, Shift, Water Treatment, Working              | Start     | \$41.99              | \$42.83                            | \$42.83  | \$43.68                            |
| 54080         | Foreman, Working, Heavy, Water                        | Start     | \$41.99              | \$42.83                            | \$42.83  | \$43.68                            |
| 51000         | Helper (New Helper wage decrease 8% effective 7/1/12) | Start     | \$19.10              | \$19.48                            | \$19.48  | \$19.87                            |
|               |   | 6 Months  | \$20.61              | \$21.02                            | \$21.02  | \$21.44                            |
|               |   | 1 Year    | \$22.10              | \$22.54                            | \$22.54  | \$22.99                            |
|               |   | 18 Months | \$24.00              | \$24.48                            | \$24.48  | \$24.97                            |
| 54070         | Inspector   | Start     | \$36.84              | \$37.58                            | \$37.58  | \$38.33                            |
|               |   | 1 Year    | \$38.52              | \$39.29                            | \$39.29  | \$40.07                            |
| 54075         | Inspector, Construction                               | Start     | \$36.84              | \$37.58                            | \$37.58  | \$38.33                            |
|               |   | 1 Year    | \$38.52              | \$39.29                            | \$39.29  | \$40.07                            |
| 53050         | Mechanic, Hydro/Generation                            | Start     | \$38.17              | \$38.93                            | \$38.93  | \$39.71                            |
| 55020         | Mechanic, Maintenance & Control Certified, WP         | Start     | \$35.95              | \$36.67                            | \$36.67  | \$37.41                            |
| 55030         | Mechanic, Specialist, Maintenance/Control-WP          | Start     | \$38.17              | \$38.93                            | \$38.93  | \$39.71                            |
| 54020         | Operator, Equipment I                                 | Start     | \$28.16              | \$28.72                            | \$28.72  | \$29.29                            |
|               |   | 6 Months  | \$29.52              | \$30.12                            | \$30.12  | \$30.72                            |
| 54025         | Operator, Equipment II                                | Start     | \$29.87              | \$30.47                            | \$30.47  | \$31.08                            |
|               |   | 1 Year    | \$31.24              | \$31.86                            | \$31.86  | \$32.50                            |
| 54030         | Operator, Equipment III                               | Start     | \$32.32              | \$32.96                            | \$32.96  | \$33.62                            |
| 54035         | Operator, Equipment, Heavy                            | Start     | \$33.37              | \$34.04                            | \$34.04  | \$34.72                            |
|               |   | 1 Year    | \$34.01              | \$34.69                            | \$34.69  | \$35.38                            |

| WAGE SCHEDULE |                          |           |                      | FY2016 Total Increase 3.125%        |  | FY2017 Total Increase 2%           |
|---------------|--------------------------|-----------|----------------------|-------------------------------------|--|------------------------------------|
| Job Class No. | Job Title/Classification | Wage Step | Wages as of 06/28/15 | Wages as of 06/29/2015 (Plus 2.0 %) | Wages as of 07/27/2015 (Plus 1.125 % ) Offset by 1.125% NVPERs Contribution ) 0% to Base | Wages as of 06/27/2016 (Plus 2.0%) |

|       |                            |       |         |         |         |         |
|-------|----------------------------|-------|---------|---------|---------|---------|
| 53010 | Operator, Hydro/Generation | Start | \$35.95 | \$36.67 | \$36.67 | \$37.41 |
|-------|----------------------------|-------|---------|---------|---------|---------|

|      |                                       |          |         |         |         |         |
|------|---------------------------------------|----------|---------|---------|---------|---------|
| 8850 | Operator, Hydro/Generation, Assistant | Start    | \$29.88 | \$30.48 | \$30.48 | \$31.09 |
|      |                                       | 6 Months | \$31.27 | \$31.90 | \$31.90 | \$32.53 |
|      |                                       | 1 Year   | \$32.61 | \$33.26 | \$33.26 | \$33.93 |

|      |   |       |         |         |         |         |
|------|---|-------|---------|---------|---------|---------|
| 8470 | Operator, Water Plant, Grade II, Treatment Only | Start | \$34.82 | \$35.51 | \$35.51 | \$36.22 |
|------|---|-------|---------|---------|---------|---------|

|       |   |       |         |         |         |         |
|-------|---|-------|---------|---------|---------|---------|
| 55080 | Operator, Water Plant, Grade II, Treatment & Distribution | Start | \$35.95 | \$36.67 | \$36.67 | \$37.41 |
|       |   |       |         | \$0.00  | \$0.00  | \$0.00  |

|       |  |       |         |         |         |         |
|-------|--|-------|---------|---------|---------|---------|
| 55090 | Operator, Water Plant, Grade III, Treatment & Distribution | Start | \$38.17 | \$38.93 | \$38.93 | \$39.71 |
|-------|--|-------|---------|---------|---------|---------|

|       |                                  |           |         |         |         |         |
|-------|----------------------------------|-----------|---------|---------|---------|---------|
| 52000 | Representative, Accounts Payable | Start     | \$15.99 | \$16.31 | \$16.31 | \$16.63 |
|       |                                  | 6 Months  | \$17.11 | \$17.46 | \$17.46 | \$17.81 |
|       |                                  | 1 Year    | \$18.21 | \$18.58 | \$18.58 | \$18.95 |
|       |                                  | 18 Months | \$19.30 | \$19.69 | \$19.69 | \$20.08 |
|       |                                  | 2 Years   | \$21.37 | \$21.80 | \$21.80 | \$22.23 |
|       |                                  | 30 Months | \$23.43 | \$23.90 | \$23.90 | \$24.38 |
|       |                                  | 3 Years   | \$25.49 | \$26.00 | \$26.00 | \$26.52 |

|       |                                  |           |         |         |         |         |
|-------|----------------------------------|-----------|---------|---------|---------|---------|
| 52010 | Representative, Customer Service | Start     | \$15.99 | \$16.31 | \$16.31 | \$16.63 |
|       |                                  | 6 Months  | \$17.11 | \$17.46 | \$17.46 | \$17.81 |
|       |                                  | 1 Year    | \$18.21 | \$18.58 | \$18.58 | \$18.95 |
|       |                                  | 18 Months | \$19.30 | \$19.69 | \$19.69 | \$20.08 |
|       |                                  | 2 Years   | \$21.37 | \$21.80 | \$21.80 | \$22.23 |
|       |                                  | 30 Months | \$23.43 | \$23.90 | \$23.90 | \$24.38 |
|       |                                  | 3 Years   | \$25.49 | \$26.00 | \$26.00 | \$26.52 |

| WAGE SCHEDULE |   |           |                      | FY2016 Total Increase 3.125%        |  | FY2017 Total Increase 2%           |
|---------------|---|-----------|----------------------|-------------------------------------|--|------------------------------------|
| Job Class No. | Job Title/Classification                        | Wage Step | Wages as of 06/28/15 | Wages as of 06/29/2015 (Plus 2.0 %) | Wages as of 07/27/2015 (Plus 1.125 % ) Offset by 1.125% NVPERs Contribution ) 0% to Base | Wages as of 06/27/2016 (Plus 2.0%) |
| 52020         | Representative, Customer Service, Senior        | Start     | \$28.25              | \$28.81                             | \$28.81  | \$29.39                            |
|               |   |           |                      | \$0.00                              | \$0.00   | \$0.00                             |
| 54000         | Service Utility Worker                          | Start     | \$26.41              | \$26.94                             | \$26.94  | \$27.48                            |
|               |   | 6 Months  | \$27.17              | \$27.72                             | \$27.72  | \$28.27                            |
|               |   | 1 Year    | \$28.78              | \$29.36                             | \$29.36  | \$29.95                            |
|               |   |           |                      | \$0.00                              | \$0.00   | \$0.00                             |
| 54060         | Technician, Water Service                       | Start     | \$35.13              | \$35.83                             | \$35.83  | \$36.55                            |
|               |   |           |                      | \$0.00                              | \$0.00   | \$0.00                             |
| 55040         | Specialist, Equipment, Water Treatment          | Start     | \$38.17              | \$38.93                             | \$38.93  | \$39.71                            |
|               |   |           |                      | \$0.00                              | \$0.00   | \$0.00                             |
| 55000         | Specialist, Water Supply                        | Start     | \$27.02              | \$27.56                             | \$27.56  | \$28.11                            |
|               |   | 6 Months  | \$28.46              | \$29.03                             | \$29.03  | \$29.61                            |
|               |   | 1 Year    | \$29.82              | \$30.41                             | \$30.41  | \$31.02                            |
| 53020         | Technician, Electrical, Plant, Hydro/Generation | Start     | \$38.92              | \$39.70                             | \$39.70  | \$40.50                            |
| 55130         | Technician, SCADA                               | Start     | \$38.92              | \$39.70                             | \$39.70  | \$40.50                            |
|               |   | 6 Months  | \$39.83              | \$40.63                             | \$40.63  | \$41.44                            |
|               |   | 1 Year    | \$40.69              | \$41.50                             | \$41.50  | \$42.33                            |